

Anas Ahmed

Workday HCM & HRIS Consultant | Workday Integrations • Advanced Compensation • Reporting

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Location: Houston, Texas, United States

Professional Profile

Anas Ahmed is a seasoned Workday HCM & HRIS Consultant with a proven record of delivering configuration, reporting, and integration solutions that drive measurable efficiency and compliance for enterprise HR operations. With more than five years of experience supporting Fortune 500, higher education, and healthcare organizations, Anas specializes in aligning Workday systems with real business outcomes.

He brings end-to-end expertise across Core HCM, Advanced Compensation, and Workday Integrations (EIB, Studio, RaaS, APIs). His approach is analytical and results-driven—translating business needs into optimized system configurations that enhance accuracy, automation, and reporting insight. Anas helps HR and IT teams reduce manual effort and achieve data reliability through streamlined processes and automation.

Executive Summary

As an independent Workday Consultant, I partner with organizations to unlock the full potential of their HR systems. My consulting practice focuses on achieving operational excellence through process automation, data-driven reporting, and secure integrations. I design Workday environments that are intuitive, maintainable, and adaptable to changing HR and business strategies.

Service Portfolio

Workday Configuration & Optimization

- Core HCM setup and business process design (hire, transfer, termination, org structure).
- Security group design, access management, and audit configuration.
- Data migration, error remediation, and workflow improvement.

Workday Integrations (EIB • Studio • API • RaaS)

- Build and deploy inbound/outbound integrations using EIB and Studio.
- Create API-based integrations for Payroll, Benefits, and external HR systems.
- Automate data loads, validations, and system syncs.

Advanced Workday Reporting & Analytics

- Develop advanced reports, dashboards, and BIRT layouts.
- Design calculated fields and complex report structures.
- Deliver scheduled, role-based analytics for compliance and management insights.

Workday Advanced Compensation

- Configure merit, bonus, and allowance plans.
- Execute compensation cycles and audit data integrity.
- Align compensation structures with organizational policies.

HRIS Analysis & Continuous Improvement

- Conduct HR data audits, identify system gaps, and recommend improvements.
- Support UAT, regression testing, and release readiness.
- Document requirements and maintain system governance guides.

Technical Expertise & Tools

- Workday HCM, Core HR, Recruiting, Compensation, Security, Reporting (BIRT, RaaS).
- Integrations: EIB, Workday Studio, REST/SOAP APIs, Prism Analytics.
- Project Tools: JIRA, Confluence, ServiceNow, Agile Methodologies.
- Data & Analysis: SQL, Excel, Power BI, Python (for HR analytics).
- Certifications: Workday Recruiting Fundamentals, Microsoft Azure Fundamentals.

Client Impact & Results

- Reduced HR reporting time by 40% through automated calculated field logic.
- Deployed over 50 custom Workday reports enhancing leadership decision-making.
- Streamlined compensation cycles for 5,000+ employees with zero post-cycle errors.
- Integrated third-party benefit systems reducing manual data entry by 30%.
- Enhanced HR compliance through role-based security and access configuration.

Engagement Models

Available for contract, freelance, or long-term consulting engagements. Supports remote delivery across the United States or onsite projects in Houston, Texas. Engagements are structured for measurable deliverables, transparent communication, and milestone-based accountability.

Contact

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